

INTERVENTION CHECKLISTS

Turnaround Intervention Checklist

Required:

- _____ Replace principal*
 - and grant the new principal operational flexibility over staffing, calendar/time and budgeting to implement comprehensive approach*
- _____ Screen all existing staff and rehire no more than 50% of staff*
 - locally adopted competencies to measure effectiveness*
- _____ Implement strategies such as financial incentives, career growth*
 - use to recruit, place and retain skilled staff
- _____ Provide ongoing high-quality job embedded Professional Development (PD)
 - aligned with instructional program and designed with staff input
- _____ Adopt new governance*
 - examples: report to turnaround office, hire turnaround leader, flexibility agreement in exchange for accountability
- _____ Use data to identify and implement instructional program
- _____ Use data to inform and differentiate instruction
 - formative, interim, summative
- _____ Increase learning time*
 - using a longer school day, week, or year schedule to significantly increase the total number of school hours to include additional time for core academic subjects, other subjects, enrichment activities, teacher collaboration or PD
- _____ Provide social-emotional & community services and supports

Optional:

- _____ Implement any activity in Transformation model
- _____ Establish a themed school

*May require collective bargaining amendment.

Transformation Intervention Checklist

1) Developing and increasing teacher and leader effectiveness

Required:

- _____ Replace principal*
- _____ Rigorous, transparent evaluation systems for teachers and principal*
 - Student academic achievement/growth data is included as a significant factor in evaluation
 - Multiple observation-based assessments of performance
 - Designed and developed with teacher and principal involvement
- _____ Reward school leaders, teachers, staff who have increased student* achievement/growth and graduation rates and remove leaders and staff who have not increased student achievement
- _____ Provide ongoing, high-quality, job-embedded Professional Development (PD) to ensure that teachers are equipped to facilitate teaching and learning*
- _____ Implement financial incentives, opportunities for career growth, and more flexible work conditions

**Optional*

- _____ Provide additional compensation to attract and retain staff*
- _____ Institute system for measuring changes in instructional practices resulting from PD
- _____ Ensure the school is not required to accept a teacher without consent of teacher and principal regardless of seniority*
- _____ Include in the planning teachers and principals from other buildings in the LEA

2) Comprehensive instructional reform

Required:

- _____ Use data to identify and implement instructional program
- _____ Continuous use of student data (formative, interim, summative) to inform and differentiate instruction

Optional:

- _____ Conduct reviews to ensure curriculum is implemented with fidelity and is impacting student achievement
- _____ Implement school-wide Response to Intervention (RtI) model
- _____ Provide PD to implement strategies to support students with disabilities and English language learners
- _____ Use and integrate technology-based interventions
- _____ (in high schools) Increase rigor (AP, IB, STEM, and others)
- _____ Improve student transition from middle to high school
- _____ (in high schools) Increase graduation rates through credit recovery and other strategies
- _____ Establish early-warning systems to identify students at risk of failure or dropping out

3) Increasing learning time and creating community-oriented schools

Required:

- _____ Establish schedules to provide increased learning time*
 - using a longer school day, week, or year schedule to significantly increase the total number of school hours to include additional time for core academic subjects, other subjects, enrichment activities, teacher collaboration or PD
- _____ Provide ongoing mechanisms for family and community engagement

Optional:

- _____ Partnering with parents and community organizations to create safe school environments that meet students' needs
- _____ Extend or restructure school day to add time for advisory periods to build relationships between students and staff*
- _____ Improvement of school climate and discipline, for example, positive behavioral supports, anti-bullying
- _____ Offer full-day kindergarten or pre-kindergarten

4) Providing operational flexibility and sustained support

Required:

- _____ Give the school sufficient operational flexibility (staffing, calendars/time, budgeting) to implement comprehensive approach*
- _____ Ensure the school receives ongoing intensive Technical Assistance from LEA, SEA, or turnaround organization

Optional:

- _____ Allow the school to run under new governance in LEA or SEA*
- _____ Implement weighted per-pupil school-based budget formula based on student needs

*May require collective bargaining amendment.

Restart Intervention Checklist

Required:

- _____ Select school for conversion
- _____ Close school
- _____ Select an education management organization (EMO) or a charter management organization (CMO) through a rigorous review process
- _____ Reopen school under charter-like system with selected EMO or CMO
- _____ Must enroll within grades it currently serves (C-7 page 24 of fed guidance says LEA can serve fewer grades in a restart school..."LEA has flexibility to work with providers to develop the appropriate sequence and timetable for a restart partnership...restart operator...take over one grade at a time.")
- _____ Must enroll any former student who wishes to attend

School Closure Intervention Checklist

Required:

- _____ Select school for closure
- _____ Work with families to enroll students in other, higher achieving schools within the LEA (other schools can be charter schools within LEA boundaries)